

**Pengaruh Pengembangan Karir dan Kepuasan Kerja Terhadap
Kinerja Karyawan dengan Komitmen Organisasional Sebagai
Variabel Intervening (Studi Kasus pada Inspektorat Provinsi Jawa
Tengah Kota Semarang)**

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ABSTRAK

Tujuan dari penelitian ini yaitu untuk melakukan analisis pengaruh pengembangan karir dan kepuasan kerja terhadap kinerja karyawan dengan komitmen organisasional. Objek penelitian yaitu pegawai Kantor Inspektorat Provinsi Jawa Tengah Semarang. Data dikumpulkan melalui metode kuisioner yang diisi mandiri oleh 122 responden. Menggunakan metode purposive sampling. Pengukuran terhadap konstruk eksogen dan endogen diuji menggunakan analisis faktor konstruk eksogen dan endogen dan hasilnya menunjukkan bahwa uji kelayakan full model berada dalam rentang nilai yang diharapkan. Hasil dari penelitian ini membuktikan dan memberi kesimpulan bahwa: (1) Pengembangan Karir berpengaruh positif dan signifikan terhadap kepuasan kerja, (2) Pengembangan Karir berpengaruh positif dan signifikan terhadap komitmen organisasional, (3) kepuasan kerja berpengaruh positif dan signifikan terhadap komitmen organisasional, (4) komitmen organisasional berpengaruh positif dan signifikan terhadap kinerja karyawan, (5) Pengembangan Karir berpengaruh positif dan signifikan terhadap kinerja karyawan, serta (6) kepuasan kerja berpengaruh positif dan signifikan terhadap kinerja karyawan.

Kata Kunci : KATA KUNCI : Pengembangan Karir, Kepuasan Kerja Karyawan, Komitmen Organisasional, dan Kinerja Karyawan.

**The Influence of Career Development and Work Satisfaction toward
Employee Performance with Organizational Commitment as an
Intervening Variables (Case Study at Inspectorate of Central Java
Province Semarang City)**

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ABSTRACT

The purpose of this study is to analyze the influence of career development , and work satisfaction, toward employee performance with organizational commitment. The object of this study is the employee of Inspectorate office of Central Java Province Semarang City. Data are collected through the questionnaires that filled independently by 122 respondents by using purposive sampling method. The measurement of exogenous and endogenous constructs are tested using exogenous and endogenous construct analysis, and the result shows that the feasibility test of full model is in the range of expected values. The results of this study prove and give conclusions that: (1) career development has a positive and significant influence on work satisfaction, (2) career development has a positive and significant influence on organizational commitment, (3) work satisfaction has a positive and significant influence on organizational commitment, (4) organizational commitment has a positive and significant influence on employee performance, (5) career development has a positive and significant influence on employee performance, and (6) work satisfaction has a positive and significant influence on employee performance.

Keyword : **KEY WORDS:** Career Development, Work Satisfaction, Organizational Commitment, and Employee Performance.